

# GENDER PAY GAP SUMMARY 2024

## INTRODUCTION

We are pleased to share the NCFM 2024 Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly wage of people who identify as male and female across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with more 250 employees have been asked to report on their Gender Pay Gap since 2016.

This report uses a reported date of 31st June 2023. Our overall mean gender pay gap is 4.67%. Analysis of this pay gap shows that it is driven by men having longer seniority within the NCFM workforce. On average men have been working in the organisation for 11 years longer than their female counterparts.

## A NOTE ON LANGUAGE

Despite being called the gender pay gap, this report is based on a binary definition of sex rather than gender. This is because the legislation requires us to report in this way and categorise our employees as either male or female. However, as part of NCFM ongoing commitment to actively supporting colleagues of all gender identities, we want to acknowledge that some individuals may not identify with either 'gender' referred to in this report. For the purpose of this report, under the legislation, the salaries of employees who identify as non-binary or gender fluid are not included in the calculations.

## HOW IS THE MEAN GENDER PAY GAP DEFINED?

The average amount earned by female employees compared to the average amount earned by male employees each hour.

## HOW IS THE MEDIAN GENDER PAY GAP DEFINED?

The difference in pay between the middle-ranking female and male employees.